

Department of the Interior					
BUREAU: BUREAU OF RECLAMATION					
* Equal Opportunity Data Required to be Posted by the					
NO FEAR ACT					
P.L. 107-174					
Reporting Period: FY 2001-2005					
Point of Contact: Karen Megorden					
Formal Complaints	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
# of complaints filed	36	33	41	61	61
# of individual filers	31	32	39	54	57
# of repeat filers	4	1	2	7	4
# of Complaints by Basis of Discrimination	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Race	12	7	5	14	13
Color	0	0	1	3	3
National Origin	3	6	8	8	3
Sex	19	15	13	16	15
Religion	0	4	2	3	1
Disability	12	12	12	12	13
Age	17	18	31	22	26
Reprisal	21	22	31	29	22
Non-EEO	0	0	0	0	0

# of Complaints by Issues of Alleged Discrimination	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Appointment/Hire	0	0	0	0	0
Assignment of Duties	2	2	0	0	5
Awards	2	2	3	2	1
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					3
Demotion	0	0	0	1	0
Reprimand	1	0	2	0	1
Suspension	2	0	1	1	0
Removal	0	4	0	3	1
Other: Placed on Administrative Leave	0	0	0	1	1
Duty Hours	0	0	0	1	1
Evaluation/Appraisal	0	0	2	0	0
Examination/Test	0	0	0	0	0
Harassment					18
a. Non-sexual	20	18	18	23	18
b. Sexual	1	0	2		0
Medical Examination	0	0	0	0	0
Pay Including Overtime	4	4	11	2	5
Promotion/Non-Selection	22	20	18	24	25
Reassignment					1
a. Denied	0	0	2	0	0
b. Directed	7	0	3	0	1
Reasonable Accommodation	1	4	3	5	3
Reinstatement	0	0	0	0	1
Retirement	3	0	0	0	0
Termination	3	4	3	4	5
Terms/Condition of Employment	13	5	5	3	2
Time & Attendance	0	7	0	1	1
Training	0	1	0	0	2
Other: Constructive Discharge	1	12	30	0	0
* Based on best available data					
Average Processing Time of Pending Complaints -	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005

1. All complaints pending during fiscal year

	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	39	153	39	156	42	132	46	168	46	581
Final Agency Action	21	687	11	589	20	530	28	77	30	349

2. Complaints in which a hearing is not requested

Investigation	6	201	3	192	4	156	11	176	18	230
Final Agency Action	8	105	5	179	10	154	9	216	10	77

3. Complaints in which a hearing is requested

Investigation	1	173	0	0	1	110	35	165	32	533
Final Agency Action	13	21	3	23	7	26	19	30	12	36

	FY 2001		FY 2002		FY 2003		FY 2004		FY 2005	
# OF COMPLAINTS DISMISSED	#	APT	#	APT	#	APT	#	APT	#	APT
	9	529	6	462	9	112	6	279	8	119

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003.

- APT calculated using total processing days.

Number of Complaints Filed Prior to Fiscal Year

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Pending Complaints Filed Before Fiscal Year	47	43	50	41	61
Number of Individuals	31	33	38	39	50
Number in Investigations	19	17	14	17	21
Number in FAD	2	3	3	8	4

Complaints Pending in Current Fiscal Year

Number of Investigations over 180 days	2	8	4	5	11					
FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION										
	with a	without	with a	without	with a	without	with a	without	with a	without
	hearing	hearing	hearing	hearing	hearing	hearing	hearing	hearing	hearing	hearing
	FY 2001	FY 2001	FY 2002	FY 2002	FY 2003	FY 2003	FY 2004	FY 2004	FY 2005	FY 2005
TOTAL	0	1	0	0	0	0	3	0	1	
BASES										
Race										
Color										
National Origin										
Sex	#: 1 %: 100									
Religion										
Disability										
Age	#: 2 %: 66 #:1 %: 100									
Reprisal	#: 1 %: 33									
Non-EEO										
ISSUES										
Appointment/Hire										
Assignments of Duties										
Awards										
Conversion to Full Time										
Disciplinary Action	#: 1 %: 100									
Demotion										
Reprimand										
Suspension										
Removal										
Duty Hours										
Evaluation/Appraisal										
Examination/Test										

Harassment	
a. Non-sexual	
b. Sexual	
Medical Examination	
Pay Including Overtime	
Promotion/Non-Selection	#: 66
Reassignment	
a. Denied	
b. Directed	
Reasonable Accommodation	
Reinstatement	
Retirement	
Termination	
Terms/Condition of Employment	
Time & Attendance	
Training	
Other	#: 1
	#: 100